

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01

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R 011106Z APR 77

FM AMEMBASSY BRUSSELS

TO SECSTATE WASHDC 9480

LIMITED OFFICIAL USE SECTION 1 OF 4 BRUSSELS 03220

STADIS//////////

E.O. 11652: N/A

TAGS: AMGT, PFOR

SUBJECT: PARM - ANNUAL POLICY AND RESOURCES ASSESSMENT: PARTS II AND III

REF: (A) STATE 38356, (B) BRUSSELS 3105

PART II - RESOURCES ASSESSMENTS

A. STATE

1. POLITICAL AND ECONOMIC. IN MY JUDGMENT, AVAILABLE RESOURCES ARE ADEQUATE TO DEAL WITH THE POLICY OBJECTIVES AND ISSUES DESCRIBED IN PART I WITH THE FOLLOWING IMPORTANT EXCEPTIONS.

A. TO REFLECT THE GROWING POWER AND INFLUENCE OF THE FLEMINGS, STEPS SHOULD BE TAKEN TO IMPROVE THE DUTCH LANGUAGE CAPABILITY OF THE EMBASSY. IN THE NEXT ASSIGNMENT CYCLE, THE EXISTING DUTCH LANGUAGE POSITIONS IN THE EMBASSY, AS WELL AS THOSE IN THE CONSULATE GENERAL IN ANTWERP, SHOULD BE FILLED BY OFFICERS WHO CAN CONDUCT BUSINESS IN DUTCH UPON ARRIVAL. ALSO, THE SENIOR OFFICERS OF THE EMBASSY, IN

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ADDITION TO SPEAKING FRENCH, SHOULD TAKE AT LEAST ONE YEAR'S TRAINING IN DUTCH AT THE POST; THEY WOULD THEN BE ABLE TO SAY A FEW WORDS IN DUTCH AT PUBLIC GATHERINGS.

B. THE ECONOMIC SECTION BADLY NEEDS A SECOND AMERICAN SECRETARY. AT PRESENT ONE SECRETARY SERVES SEVEN OFFICERS. THEY ARE TYPING THEIR OWN MESSAGES AND DOING THEIR OWN FILING. THIS IS CLEARLY INEFFICIENT AND

WASTEFUL.

C. THE EMBASSY WOULD OPERATE MORE EFFECTIVELY IF WE COULD HIRE A BELGIAN TO PREPARE A DAILY REVIEW OF THE KEY ITEMS IN THE FRENCH AND DUTCH LANGUAGE NEWSPAPERS AND MAGAZINES. AS IT IS NOW WE FLY PARTIALLY BLIND. ALL OF THE OFFICERS IN THE POLITICAL AND ECONOMIC SECTIONS READ FRENCH BUT ONLY ONE READS DUTCH. EVEN IF THE ABILITY TO READ DUTCH WERE MORE WIDESPREAD, IT WOULD STILL BE DESIRABLE TO HAVE ONE PERSON CHARGED WITH THE RESPONSIBILITY FOR PREPARING SUMMARIES OF THE IMPORTANT PRESS ARTICLES.

2. THE CONSULATE GENERAL IN ANTWERP SHOULD BE REMOVED PERMANENTLY FROM ANY LIST OF CONSTITUENT POSTS BEING CONSIDERED FOR CLOSING. U.S. PRESENT IN ANTWERP IS THE MOST IMPORTANT SYMBOL OF OUR RESPECT FOR FLEMISH DISTINCTIVENESS. FLEMINGS WOULD RESENT A U.S. DECISION TO CLOSE ANTWERP. THEY WOULD INTERPRET OUR DEPARTURE AS INDICATING THAT THE U.S. CONSIDERS THEM AS TOO UNIMPORTANT TO SPEND THE SMALL AMOUNT OF MONEY NEEDED TO MAINTAIN THE CONSULATE GENERAL IN ANTWERP.

3. COMMERCIAL. COMPETITION FOR THE RICH BELGIAN MARKET IS INTENSE. PRESENT AND PLANNED TRADE PROMOTION ACTIVITIES ARE WELL-DESIGNED TO RETAIN EXISTING CUSTOMERS AND DEVELOP NEW ONES. RESOURCES ARE SUFFICIENT NOW AND SHOULD CONTINUE TO BE ADEQUATE TO IMPLEMENT THE FY 1979 COUNTRY COMMERCIAL PROGRAM. HOWEVER, IT WOULD BE HIGHLY DESIRABLE TO ADD ONE LIMITED OFFICIAL USE

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CLERK/TYPIST TO THE STAFF OF THE ANTWERP CONSULATE GENERAL. AT PRESENT, THE ONLY EMPLOYEE AT ANTWERP DOING FULL-TIME EXPORT PROMOTION WORK IS A SENIOR LOCAL EMPLOYEE. SHE IS WASTING SIGNIFICANT AMOUNTS OF HER TIME AND TWENTY YEARS OF EXPERIENCE DOING HER OWN TYPING, ANSWERING ULTRA-SIMPLE TELEPHONE INQUIRIES AND BANAL LETTERS. RELIEF FROM SUCH CLERICAL WORK WOULD ALLOW HER TO BUILD ON THE BASE OF HER DECADES OF ACQUIRED CONTACTS AND ASSUME SUBSTANTIALLY INCREASED OFFICER-LEVEL DUTIES.

4. CONSULAR. DUE TO THE LARGE AMERICAN BUSINESS COMMUNITY HERE AND INCREASED BELGIAN TOURIST TRAVEL TO THE UNITED STATES, DEMAND FOR NON-IMMIGRANT VISAS IS INCREASING SUBSTANTIALLY. OTHER CONSULAR ACTIVITIES PROBABLY WILL INCREASE SOMEWHAT OVER THEIR PRESENT HIGH LEVELS. NONETHELESS, THE CONSULAR RESOURCES OF THE CONSULAR SECTION IN BRUSSELS AND THE CONSULATE GENERAL IN ANTWERP ARE ADEQUATE BUT CERTAINLY NOT EXCESSIVE.

5. ADMINISTRATION. A PART OF THE FUNCTIONS OF THE ADMINISTRATIVE SECTION IS TO PROVIDE ADMINISTRATIVE AND LOGISTIC SUPPORT FOR STATE DEPARTMENT ACTIVITIES AND EMPLOYEES OF THE EMBASSY, USEC, AND U.S. NATO. IN MY OPINION, RESOURCES ARE ADEQUATE TO CONTINUE THIS SUPPORT. NO ADDITIONAL POSITIONS ARE NEEDED.

6. THE ADMINISTRATIVE SECTION ALSO PROVIDES ADMINISTRATIVE AND LOGISTIC SUPPORT FOR MOST OF THE OTHER AGENCIES OF THE EXECUTIVE BRANCH ATTACHED TO THE THREE MISSIONS. TO MAKE AVAILABLE ADDITIONAL SERVICES DESIRED BY THESE AGENCIES A SUBSTANTIAL INCREASE IN ADMINISTRATIVE AND MAINTENANCE PERSONNEL WILL BE REQUIRED. SEE PARAGRAPH 17, BELOW.

B. OTHER AGENCIES PROGRAMS AND RESOURCES

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7. USIS ACTIVITIES AND PROGRAMS ARE FULLY GEARED TO U.S. POLITICAL, ECONOMIC, AND SECURITY OBJECTIVES IN BELGIUM. THE USIS PROGRAM HERE IS WELL DESIGNED AND EFFECTIVELY PRESENTED TO INFLUENCE A SMALL, QUALITY AUDIENCE. IN MY OPINION, RESOURCES ARE JUST BARELY ADEQUATE TO PLAN AND IMPLEMENT ESSENTIAL PROGRAMS. THERE IS NO VISIBLE FAT.

8. THE OFFICE OF DEFENSE COOPERATION ADMINISTERS THE SECURITY ASSISTANCE PROGRAM FOR BELGIUM AND LUXEMBOURG AND PARTICIPATES IN NUMEROUS OTHER ACTIVITIES TO FURTHER U.S. POLICY OBJECTIVES IN THESE COUNTRIES. THE

STAFF OF THE ODC WAS REDUCED RECENTLY BY LEGISLATION FROM SIX MILITARY OFFICERS TO THREE, AND FROM FIVE CIVILIAN LOCALS TO FOUR. GIVEN ODC'S RESPONSIBILITIES IN THE TWO COUNTRIES, WE HAVE RECOMMENDED TO WASHINGTON THAT ONE ADDITIONAL MILITARY OFFICER BE ASSIGNED TO ODC. SEE 76 BRUSSELS 012456.

9. THE OFFICE OF THE AGRICULTURAL ATTACHE HAS SEVERAL PRINCIPAL FUNCTIONS. IT HAS RESPONSIBILITY FOR MAINTAINING AND EXPANDING THE BELGIAN AND LUXEMBOURG LIMITED OFFICIAL USE

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MARKETS FOR AMERICAN AGRICULTURAL PRODUCTS. IT ALSO MAINTAINS CONTACT WITH, PROVIDES GUIDANCE TO, AND HANDLES MANY ADMINISTRATIVE FUNCTIONS FOR SIX COOPERATOR OFFICES IN BRUSSELS. THE OFFICE HAS TWO AMERICAN PROFESSIONALS, ONE AMERICAN SECRETARY, ONE LOCAL PROFESSIONAL, AND ONE LOCAL STAFF PERSON. THE OFFICE IS WELL-MANAGED AND OPERATES EFFECTIVELY. A REDUCTION IN PERSONNEL WOULD LEAD TO LOSS IN EFFECTIVENESS AND EASILY IN MEETING DEADLINES. NONETHELESS, ESSENTIAL WORK COULD CONTINUE TO BE DONE IF THE LOCAL STAFF PERSON WERE DROPPED. HOWEVER, I DO NOT RECOMMEND THAT THIS BE DONE NOW.

10. THE OFFICE OF THE DEFENSE ATTACHE IS PRIMARILY RESPONSIBLE FOR COLLECTING AND REPORTING MILITARY AND POLITICAL/MILITARY INTELLIGENCE IN BELGIUM AND LUXEMBOURG. THE OFFICE HAS FOUR U.S. MILITARY OFFICERS, FIVE U.S. STAFF PERSONNEL, AND THREE LOCALS. IN VIEW OF THE OPEN NATURE OF THE BELGIAN SOCIETY AND THE INFORMATION ON THE BELGIAN MILITARY ESTABLISHMENT AVAILABLE THROUGH NATO AND SHAPE, I DOUBT THAT AN OFFICE OF THIS SIZE IS ESSENTIAL. IN MY JUDGMENT, THE OFFICE WOULD BE REDUCED BY ONE MILITARY OFFICER AND ONE STAFF PERSON WITHOUT ADVERSELY AFFECTING THE COLLECTION OF IMPORTANT INTELLIGENCE INFORMATION.

11. THE REPRESENTATIVES IN BRUSSELS OF THE DRUG ENFORCEMENT AGENCY WORK CLOSELY WITH BELGIAN AND LUXEMBOURG AUTHORITIES TO ENCOURAGE ENFORCEMENT OF THE BELGIAN DRUG LAW, HELP DEVELOP SOURCES OF INFORMATION, COOPERATE ON OPERATIONAL MATTERS, AND ASSIST IN DEVELOPING TRAINING PROGRAMS. THESE RESPONSIBILITIES ARE EXERCISED BY TWO SPECIAL AGENTS AND ONE SECRETARY. THEY HAVE A HEAVY WORKLOAD. ANY REDUCTION IN PERSONNEL WOULD CUT INTO MUSCLE AND IS NOT RECOMMENDED.

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12. THE FAA OFFICE IN BRUSSELS IS THE REGIONAL HEADQUARTERS FOR ALL U.S. CIVIL AVIATION SAFETY PROGRAMS IN EUROPE, AFRICA, AND THE MIDDLE EAST. AN EXTREMELY SMALL PORTION OF THE FUNCTIONS OF THIS OFFICE RELATE TO BELGIUM. THUS, I AM NOT ABLE TO JUDGE THE ADEQUACY OF THEIR RESOURCES. I NOTE, HOWEVER, THAT A TASK FORCE WAS ESTABLISHED RECENTLY BY FAA WASHINGTON TO STUDY THE PROGRAMS, OPERATIONS, ORGANIZATION, AND STAFFING OF FAA BRUSSELS AND CONCLUDED THAT THE OFFICE'S MISSIONS SHOULD BE MAINTAINED AND THE CURRENT STAFFING LEVELS CONTINUED.

13. THE F-16 CASEUR OFFICE IN BRUSSELS DIRECTS ALL CONTRACT MANAGEMENT ACTIVITIES IN EUROPE RELATING TO THE FIVE-NATION F-16 PROGRAM AND DETERMINES THE ACCEPTABILITY OF EUROPEAN-PRODUCED F-16 AIRCRAFT AND ENGINES. THE AMERICAN PERSONNEL IN THIS MULTINATIONAL OFFICE ARE ATTACHED TO THE EMBASSY MAINLY FOR SUPPORT PURPOSES. THE LEVELS OF MANNING OF THE FIVE NATIONAL GROUPS WERE ARRIVED AT BY NEGOTIATION AMONG THE REPRESENTATIVES OF THE FIVE COUNTRIES.

14. THE MARITIME ATTACHE GATHERS INFORMATION ON CONSTRUCTION AND OPERATING COSTS OF SHIPS FROM BELGIAN, FRENCH, GERMAN, AND DUTCH SOURCES. HE ALSO ENCOURAGES AMERICAN COMPANIES IN EUROPE TO USE U.S. SHIPS FOR THEIR CARGO. HE IS ASSISTED BY ONE LOCAL SECRETARY. ASSUMING THAT THESE ACTIVITIES CAN BEST BE DONE BY A U.S. GOVERNMENT EMPLOYEE IN EUROPE, A STAFF OF TWO DOES NOT SEEM EXCESSIVE.

15. THE REPRESENTATIVES IN BELGIUM OF THE INTERIOR DEPARTMENT, HEW, AND THE BATTLE MONUMENTS COMMISSION PERFORM VERY SPECIALIZED FUNCTIONS HAVING LITTLE TO DO WITH THE MAIN U.S. OBJECTIVES AND POLICIES HERE. WE HAVE VIRTUALLY NO CONTACT WITH THEM AND I AM NOT

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QUALIFIED TO ASSESS EITHER THEIR MISSIONS OR THEIR RESOURCES.

PART III - STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING

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16. IN PART II I INDICATED THAT THE EMBASSY NEEDED A SECOND AMERICAN SECRETARY FOR THE CONOMIC SECTION, A LOCAL PROFESSIONAL FOR THE POLITICAL SECTION, AND A LOCAL CLERK/TYPIST FOR THE CONSULATE GENERAL IN ANTWERP. I PLACE A HIGH PRIORITY ON THE ESTABLISHMENT OF THESE POSITIONS. THEIR CREATION WOULD INCREASE THE ABILITY OF THE EMBASSY TO FULFILL ESSENTIAL AMERICAN OBJECTIVES HERE. TO ACQUIRE THESE THREE POSITIONS, I WOULD BE WILLING TO GIVE UP THE FOLLOWING POSITIONS IN EXCHANGE: SUPPORT COMMUNICATIONS OFFICER, PROCUREMENT CLERK, AND CHAUFFEUR. THE EXCHANGE OF THESE POSITIONS COULD BE ACCOMPLISHED WITHOUT ADVERSELY AFFECTING EITHER THE EMBASSY'S OPERATIONS OR THE INTEGRITY OF THE FAAS PROGRAM VIS-A-VIS SUPPORTED AGENCIES. IN MY JUDGMENT MORE EFFICIENT USE OF PERSONNEL RESOURCES WOULD PERMIT ESSENTIAL SERVICES TO BE MAINTAINED.

B. INCREASE/DECREASE

17. AS NOTED IN PART II, WE NEED AN ADDITIONAL 20 FSL DAS POSITIONS IN FY 1978 TO MEET ADDITIONAL DEMANDS FROM OTHER AGENCIES FOR SERVICES, ESPECIALLY HOUSING.
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THE COST OF THESE DAS POSITIONS WOULD BE FUNDED ENTIRELY

BY THE MILITARY AND CIVILIAN AGENCIES CONCERNED.
DETAILED JUSTIFICATION AND CONCURRENCE OF THE
PARTICIPATING AGENCIES WILL BE SUBMITTED BY SEPARATE
COMMUNICATION. NO INCREASE IS ANTICIPATED IN THE FY
1979 DAS COMPLEMENT UNLESS THERE IS A SIGNIFICANT
INCREASE IN THE SIZE OF ANY OF THE SUPPORTED MISSIONS.

C. LOWER PRIORITY POSITIONS

18. THE EMBASSY HAS 56 AMERICAN AND 121 LOCAL POSITIONS FUNDDED BY THE DEPARTMENT OF STATE. THE LOWER PRIORITY POSITIONS ARE AS FOLLOWS: AMERICAN: ASSISTANT REGIONAL SECURITY OFFICER, SUPPORT COMMUNICATIONS OFFICER, COMMERCIAL OFFICER. LOCAL: CHAUFFEUR, PROCUREMENT CLERK, CONFERENCE CLERK, MESSENGER, PAINTER, B&F CLERK. THE LOSS OF THE ADMINISTRATIVE POSITIONS WOULD RESULT IN A LESS EFFICIENT OPERATION AND A REDUCTION OF SERVICES. THE LOSS OF THE COMMERCIAL POSITION WOULD FORCE US TO CUT BACK THE COMMERCIAL PROGRAM.

19. IT WOULD HURT TO LOSE THESE POSITIONS. THERE WOULD BE SOME LOSS OF EFFICIENCY AND SOME REDUCTION IN USEFUL WORK. BUT OUR ABILITY TO ATTAIN PRIMARY OBJECTIVES WOULD NOT BE DEGRADED IN AN IMPORTANT WAY.

20. IF THE STATE DEPARTMENT PORTION OF THE EMBASSY WERE REDUCED BY FIVE PERCENT, I THINK MOST OF THE OTHER AGENCIES SHOULD BE DECREASED BY AN EQUIVALENT AMOUNT IN ORDER NOT TO CREATE A FURTHER IMBALANCE IN THE EMBASSY. THE EMBASSY IS ALREADY OUT OF EQUILIBRIUM WITH RESPECT TO AMERICAN OFFICERS. OTHER AGENCIES HAVE JUST ABOUT FOUR TIMES AS MANY AMERICAN OFFICERS ASSIGNED TO THE EMBASSY AS THE STATE DEPARTMENT. SIX OTHER AGENCY OFFICES ARE AS LARGE OR LARGER THAN THE POLITICAL SECTION AND TWO ARE LARGER

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THAN THE POLITICAL AND ECONOMIC SECTIONS COMBINED. CONSIDERING U.S. OBJECTIVES AND POLICIES IN BELGIUM, THIS MEANS THAT A VERY LARGE PERCENTAGE OF THE TOTAL PERSONNEL ASSIGNED TO THE EMBASSY IS ENGAGED IN WORK NOT DIRECTLY RELATED TO THE MAIN REASONS FOR HAVING AN EMBASSY HERE. I WOULD NOT LIKE TO SEE THE IMBALANCE BE INCREASED.

D. EMBASSY STAFFING CHARTS

MISSION STAFFING CHART
EMBASSY BRUSSELS
CURRENT FY 77

AGENCY/FUNCTION AMERICAN PERSONNEL LOCAL EMPLOYEES

OFFICERS STAFF PROFFESSINALS STAFF

STATE

EXECUTIVE	3	2	0	3
POLITICAL	4	2	1	0
ECONOMIC/COMMERCIAL		7	1	1 7
CONSULAR	2	0	1	6
ADMINISTRATIVE - CORE	11	20	2	66

DAS 1 0 0 26

COMMUNICATIONS (2) (18) (0) (15)

SECURITY (2) (1) (0) (2)

BRUSSELS COMPLEMENT 28 25 5 108
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CONSULATE GENERAL ANTWERP 3 0 2 6

(SEE SEPARATE CHART)

BELGIUM COMPLEMENT (SUB-TOTAL) 31 25 7 114

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STATE POSITIONS NOT IN BELGIUM COMPLEMENT

POLAD/SHAPE 2 0 0 0

ELSO/ANTWERP 2 0 0 2

(SUB-TOTAL) 4 0 0 2

OTHER AGENCIES IN BELGIUM

USIS 5 1 0 18

AGRICULTURE 2 1 1 1

JUSTICE (DEA) 2 1 0 0

DEPARTMENT OF DEFENSE:

MARINE GUARDS 1 19 0 0

SEABEE 0 1 0 0

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DEFENSE ATTACHE-BRUSSELS 5 6 0 3

SABBATICAL STUDENT 1 0 0 0

EXCHANGE STUDENT 2 3 0 0

MINE WARFARE 1 1 0 0

FISCAL LIAISON OFFICE 1 2 0 0

ODC (FORMERLY MAAG) 4 1 0 4

MAIL TERMINAL 1 13 0 0

BATTLE MONUMENTS COMM. 3 2 0 0

F16/CASEUR	31	3	0	0	
COMMERCE (MARAD)		1	0	0	1
FEDERAL AVIATION ADMINISTRA.	19		5	0	4
INTERIOR		1	0	0	0
CUSTOMS COOPERATION COUNCIL	2		0	0	0
HEW/NICANCER		1	0	0	0
(SUB-TOTAL)	83	59	1	31	
GRAND TOTAL	118	84	8	147	

CONSULATE GENERAL ANTWERP

CURRENT FY 77

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	AMERICAN PERSONNEL		LOCAL EMPLOYEES	
	OFFICERS	STAFF	PROFESSIONALS	STAFF
EXECUTIVE	1	0	0	1
CONSULAR	1	0	1	2
ECONOMIC/COMMERCIAL	1	0	1	0
ADMINISTRATIVE	0	0	0	3
COMMUNICATIONS	0	0	0	0
SECURITY	0	0	0	0
	3	0	2	6

STATE POSITIONS NOT IN ANTWERP COMPLEMENT

ELSO/ANTWERP 2 0 0 2

PROJECTED FY 79

	AMERICAN PERSONNEL		LOCAL EMPLOYEES	
	OFFICERS	STAFF	PROFESSIONALS	STAFF
EXECUTIVE	1	0	0	1
CONSULAR	1	0	1	2
ECONOMIC/COMMERCIAL	1	0	1	1
ADMINISTRATIVE	0	0	0	3
COMMUNICATIONS	0	0	0	0
SECURITY	0	0	0	0
	3	0	2	7

STATE POSITIONS NOT IN ANTWERP COMPLEMENT

ELSO/ANTWERP 2 0 0 2

MISSION STAFFING CHART
EMBASSY BRUSSELS
PROJECTED FY 79

AGENCY/FUNCTION AMERICAN PERSONNEL LOCAL EMPLOYEES
OFFICERS STAFF PROFESSIONALS STAFF

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STATE

EXECUTIVE	3	2	0	3
POLITICAL	4	2	1	1
ECONOMIC/COMMERCIAL	7	2	1	7
CONSULAR	2	0	1	6
ADMINISTRATIVE-CORE	11	19	2	64
DAS	1	0	0	46
COMMUNICATIONS	(2)	(17)	(0)	(15)
SECURITY	(2)	11	(0)	(2)
BRUSSELS COMPLEMENT	28	25	5	127
CONSULATE GENERAL ANTWERP	3	0	2	7
(SEE SEPARATE CHART)				
BELGIUM COMPLEMENT	31	25	7	134

NOTE: THIS TABLE REFLECTS THE PROPOSED SHIFTING OF POSITIONS
WITHIN THE EMBASSY. RENNER

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Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 22 May 2009
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